

Fig. 1

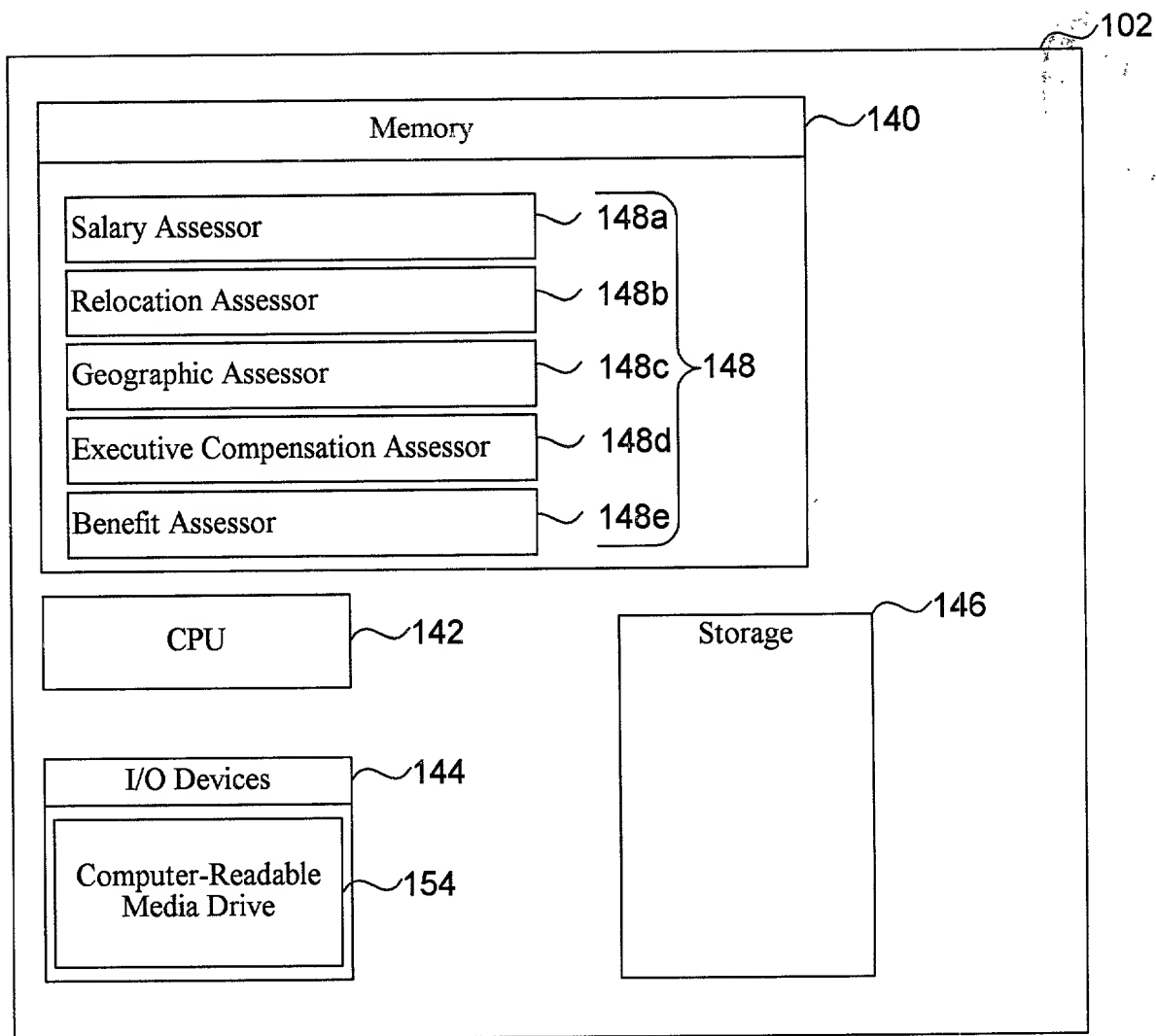


Fig. 2

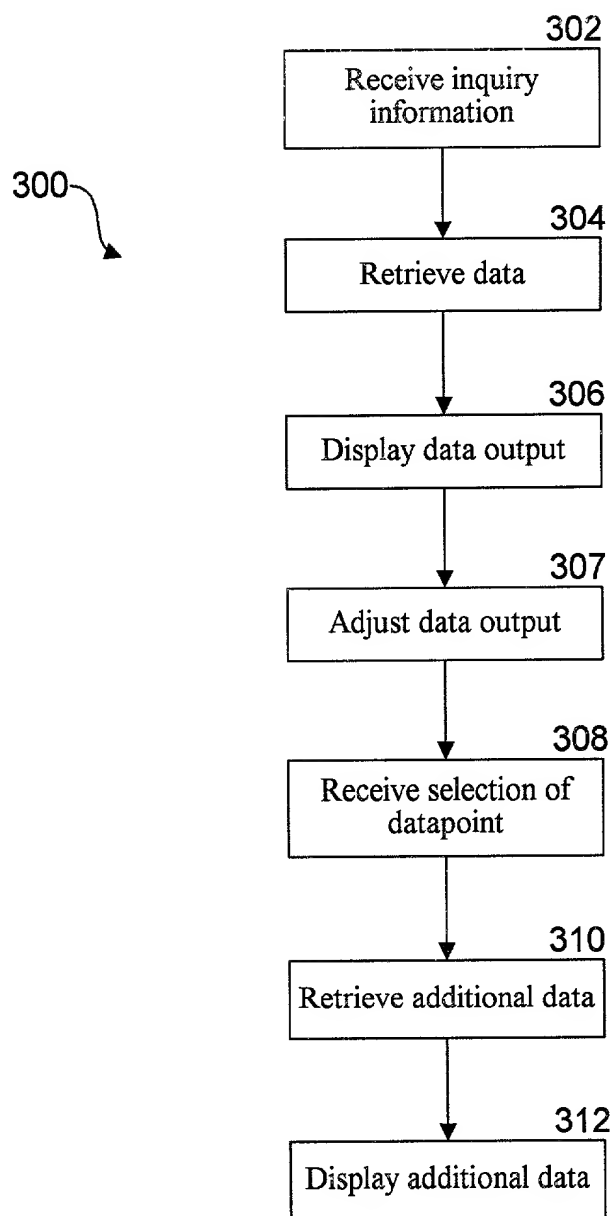



Fig. 3



**ECONOMIC
RESEARCH
INSTITUTE**

Executive Compensation Assessor

Licensed to: Becky's Office PC Subscription Expires: 12/31/2001	Account #: 023439 LAN Users: 1
--	-----------------------------------

Data as of: July 1, 2001
Data expires: December 31, 2001
Loading 323 position titles. Please wait.

copyright © 2001
FRI Economic Research Institute

400

Fig. 4A

408

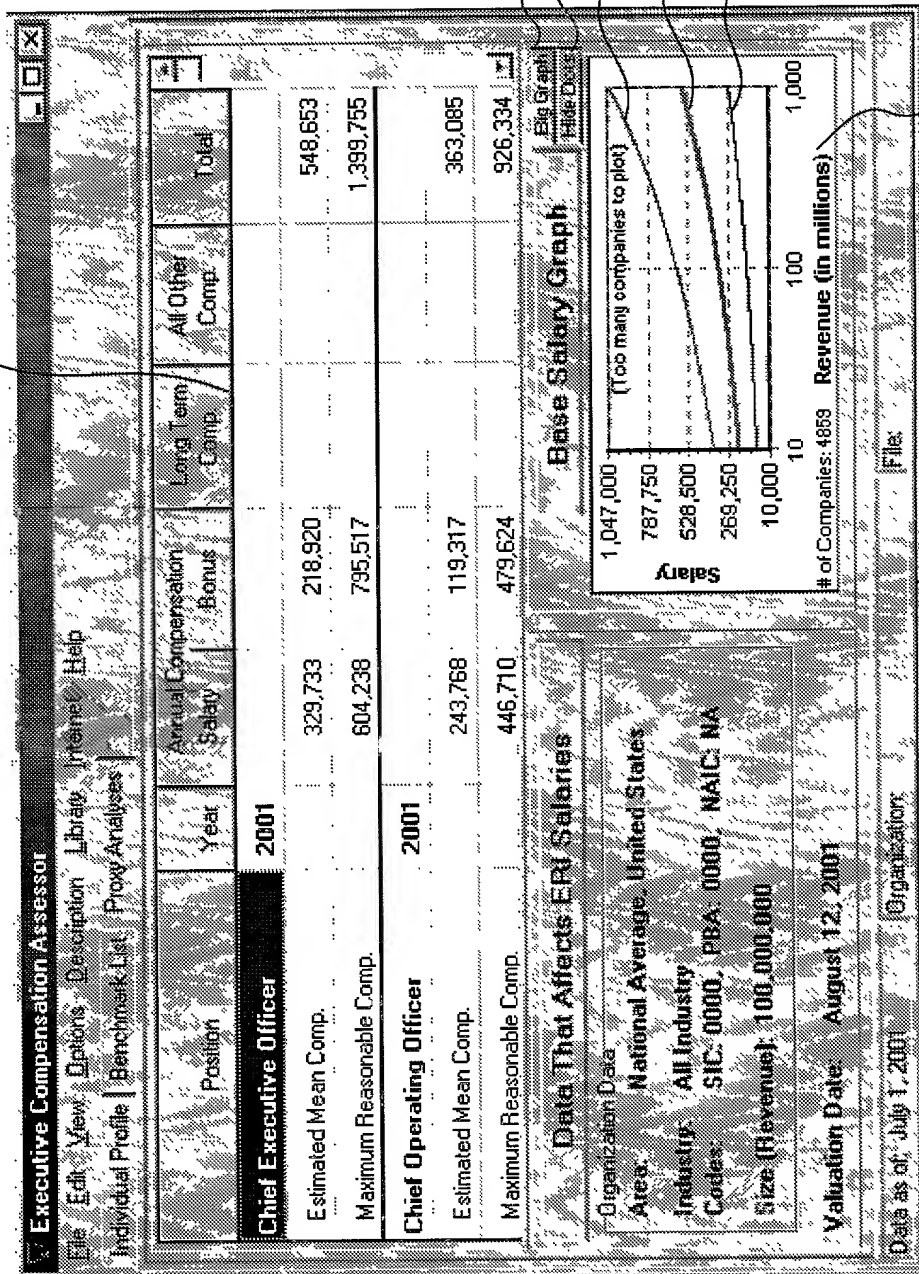


Fig. 4B

Salary Adjustments

Organization Data

Name

412

Browse

Location (city)

National Average, United States

Browse

☒ Use the Geographic Assessor's Area Database of 5800+ Cities

Industry

SIC Code: 7374

PBA Code: 0000

NAIC: NA

414

Browse

Description: All Industry

Revenue:

100,000,000

416

Salary Planning Date: 4/ 6/2001

Adjustments

Disk Operations

Load

Save

413a

413b

413c

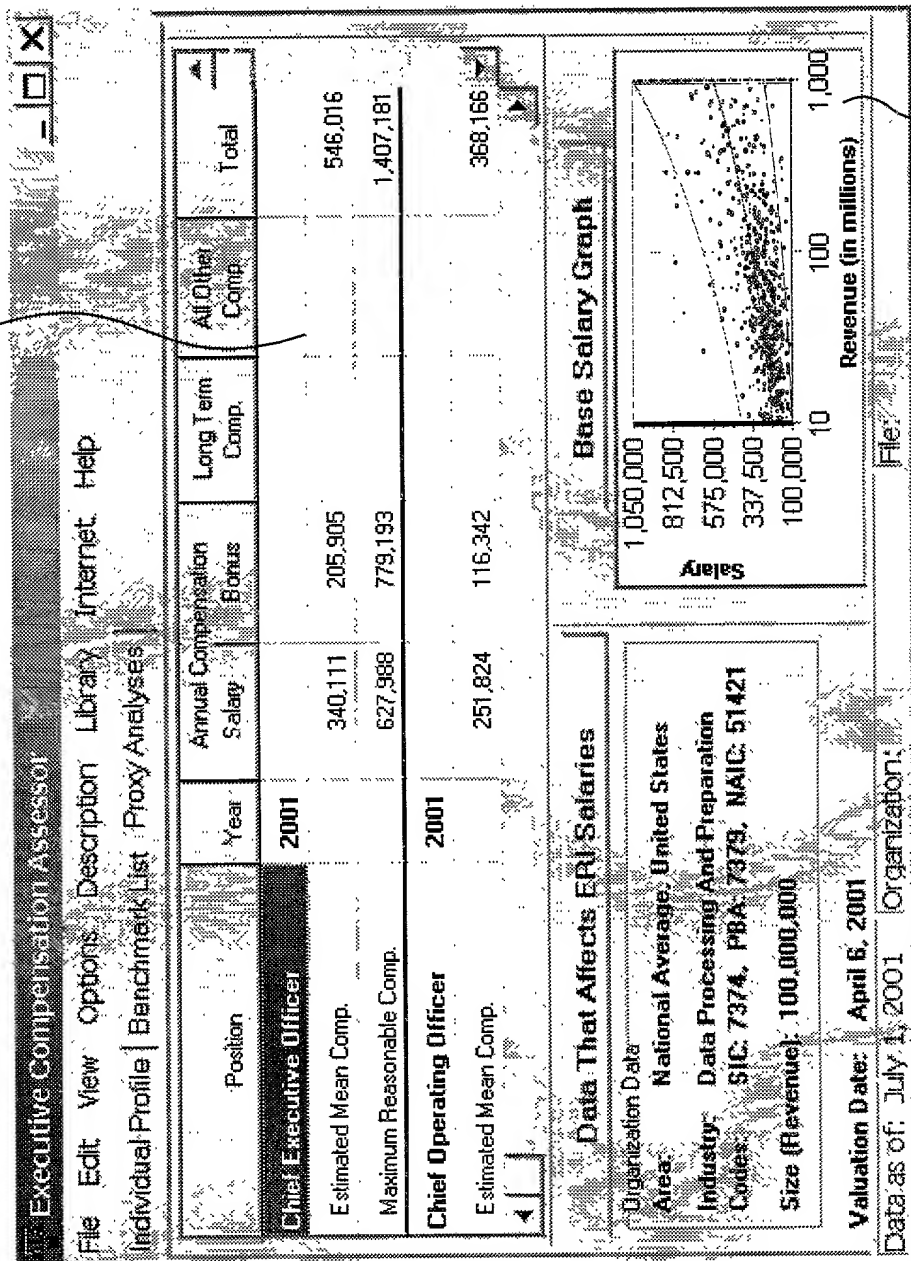
410

OK

Cancel

Fig. 4C

408a



404a

402a

Fig. 4D

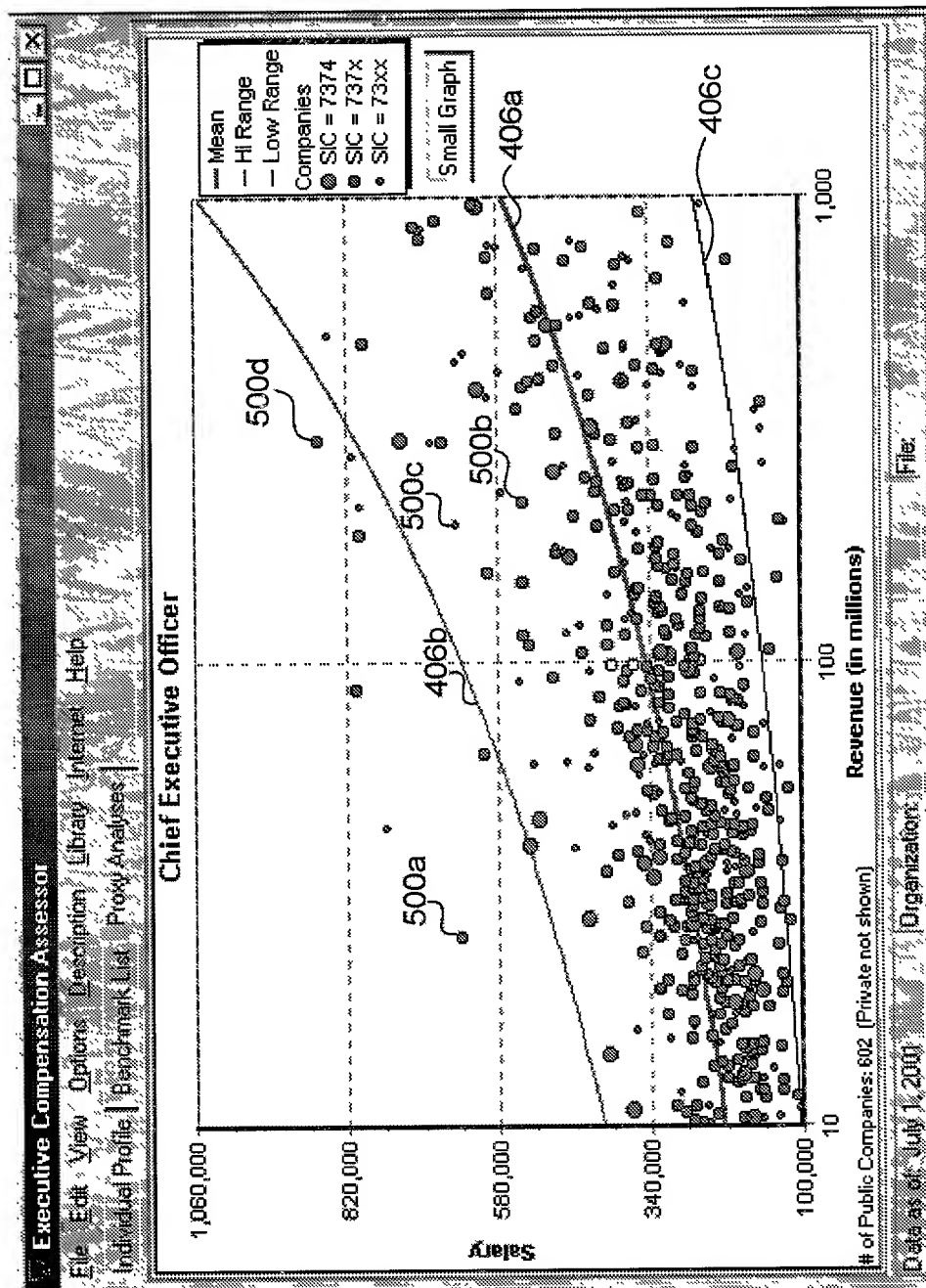


Fig. 5A

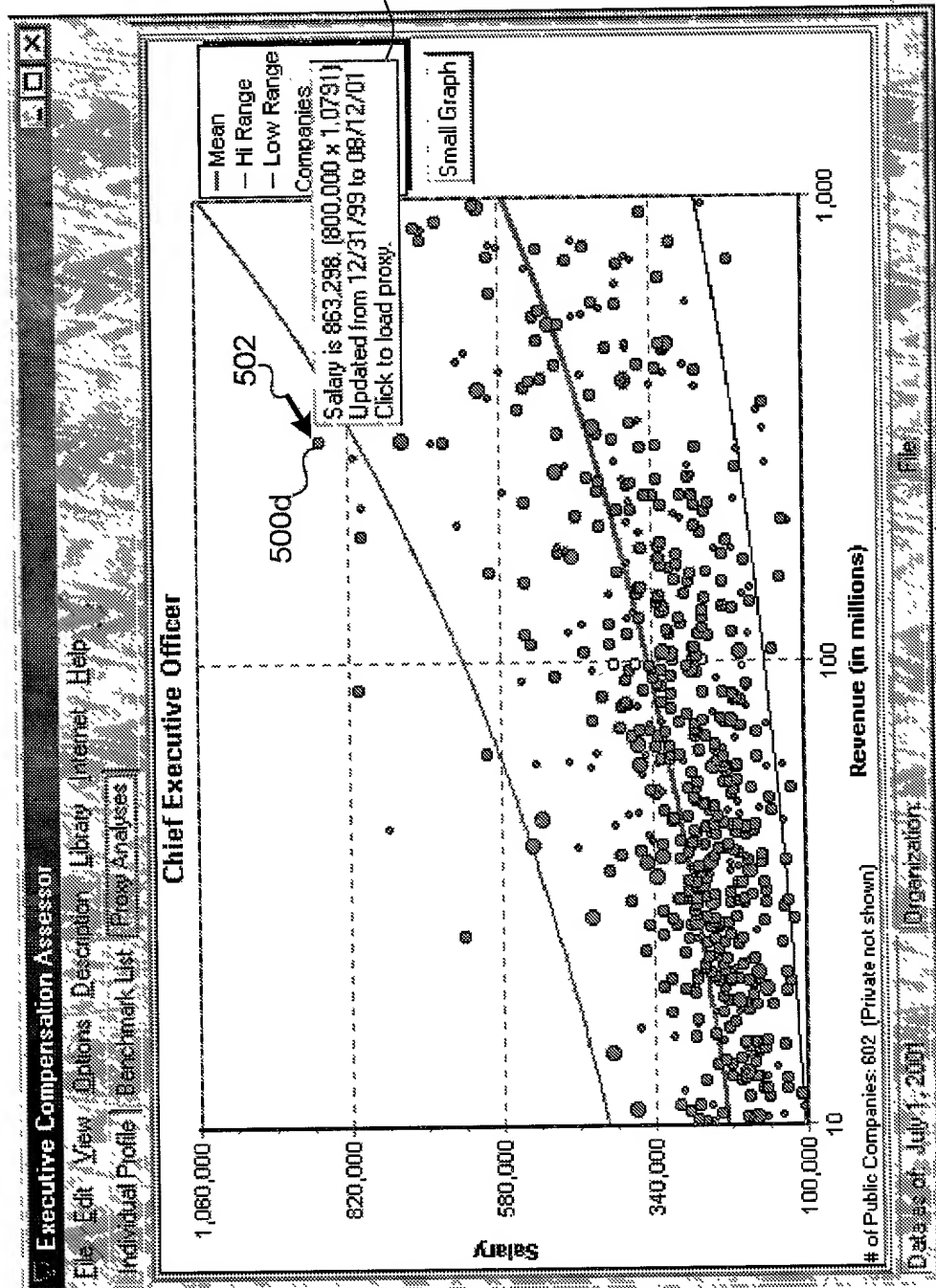


Fig. 5B

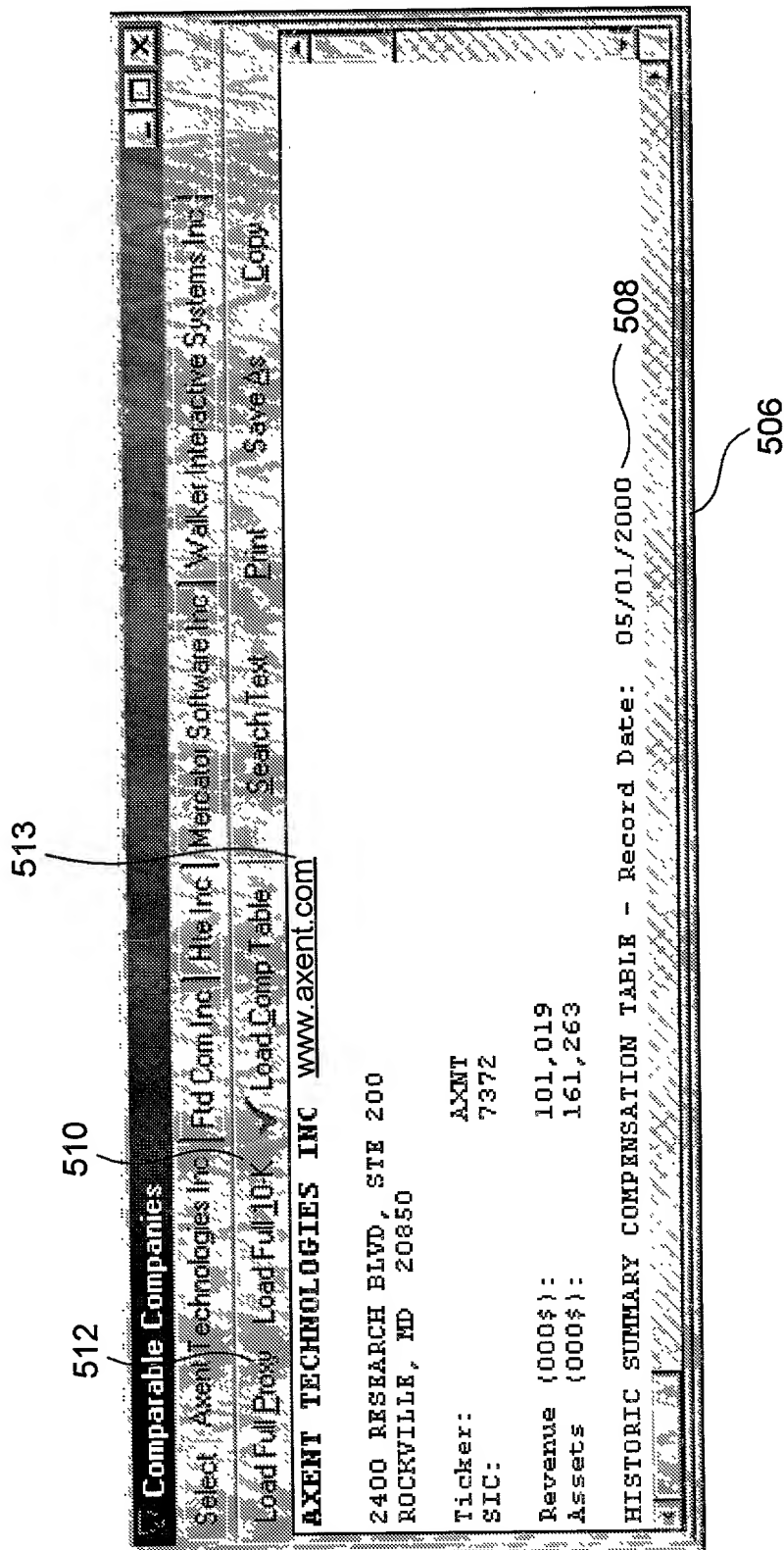


Fig. 5C

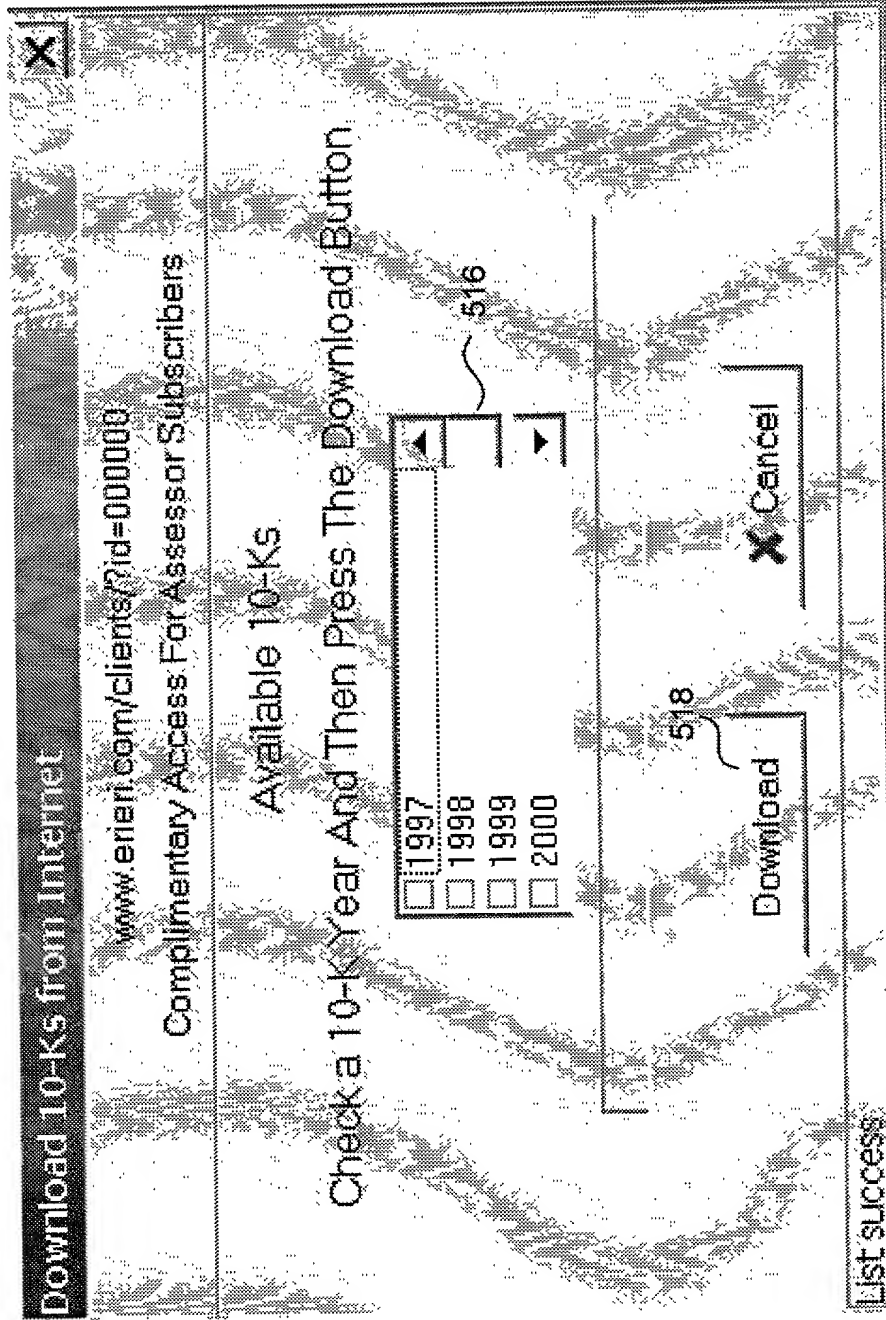


Fig. 5D

514

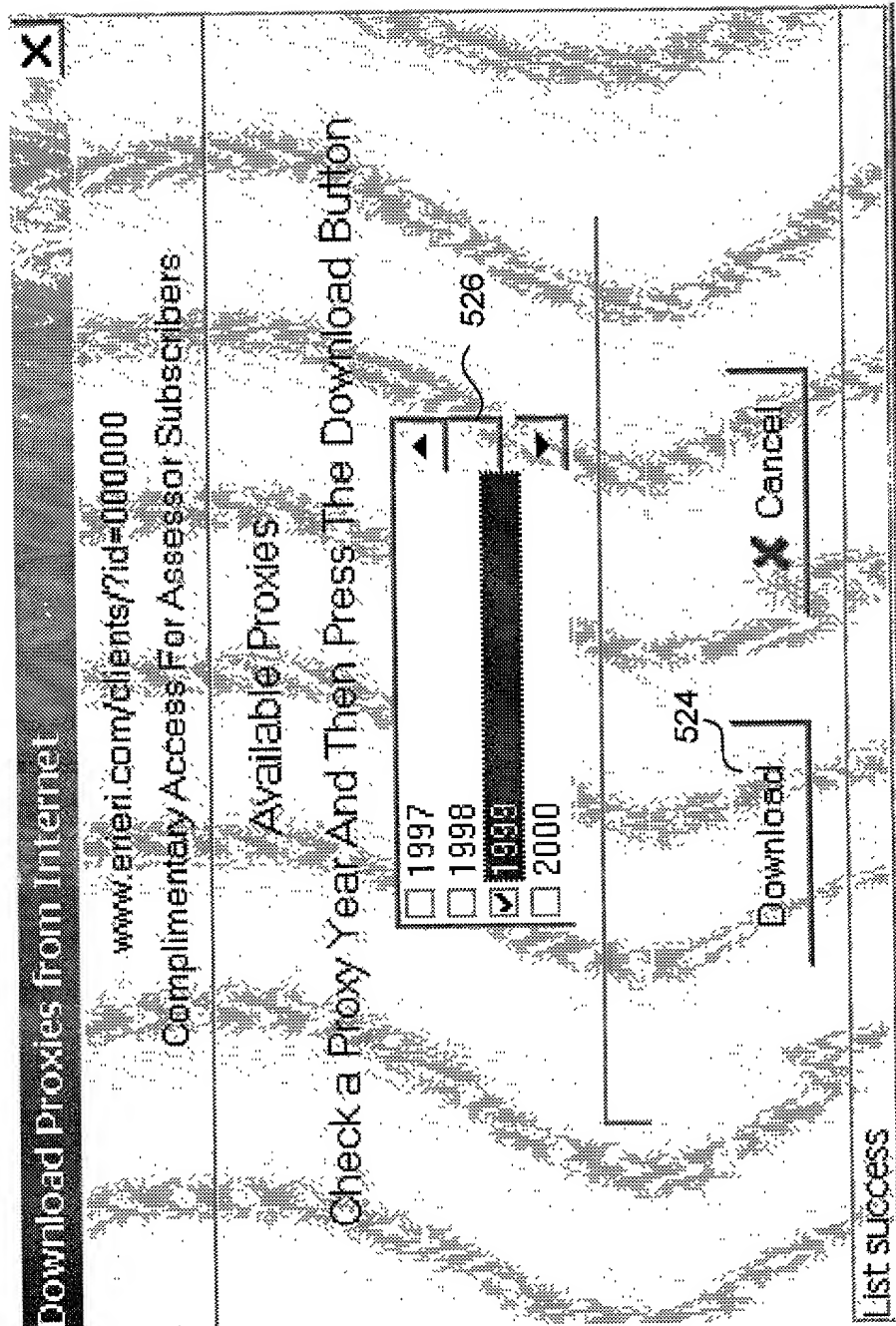


Fig. 5E

520

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Originator-Name: webmaster@www.sec.gov
Originator-Key-Id=Symmetric:
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YUshrvrzLADbnYqaiKocgz5dW3P6oaMSD3cdezXXm7z1I+B+twtIDAQAAB
MIC-info: RSA-MD8,RSA,
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b03prerlh8NwgQza9lw==

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4-SRC-HEADER-0000930661-99-000987.Ndr.sgml : 13990503
ACCESSION NUMBER: 0000930661-99-000987
CONFORMED SUBMISSION TYPE: DRF 14A
PUBLIC DOCUMENT COUNT: 1
CONFORMED PERIOD OF REPORT: 19990607

526

Fig. 5F

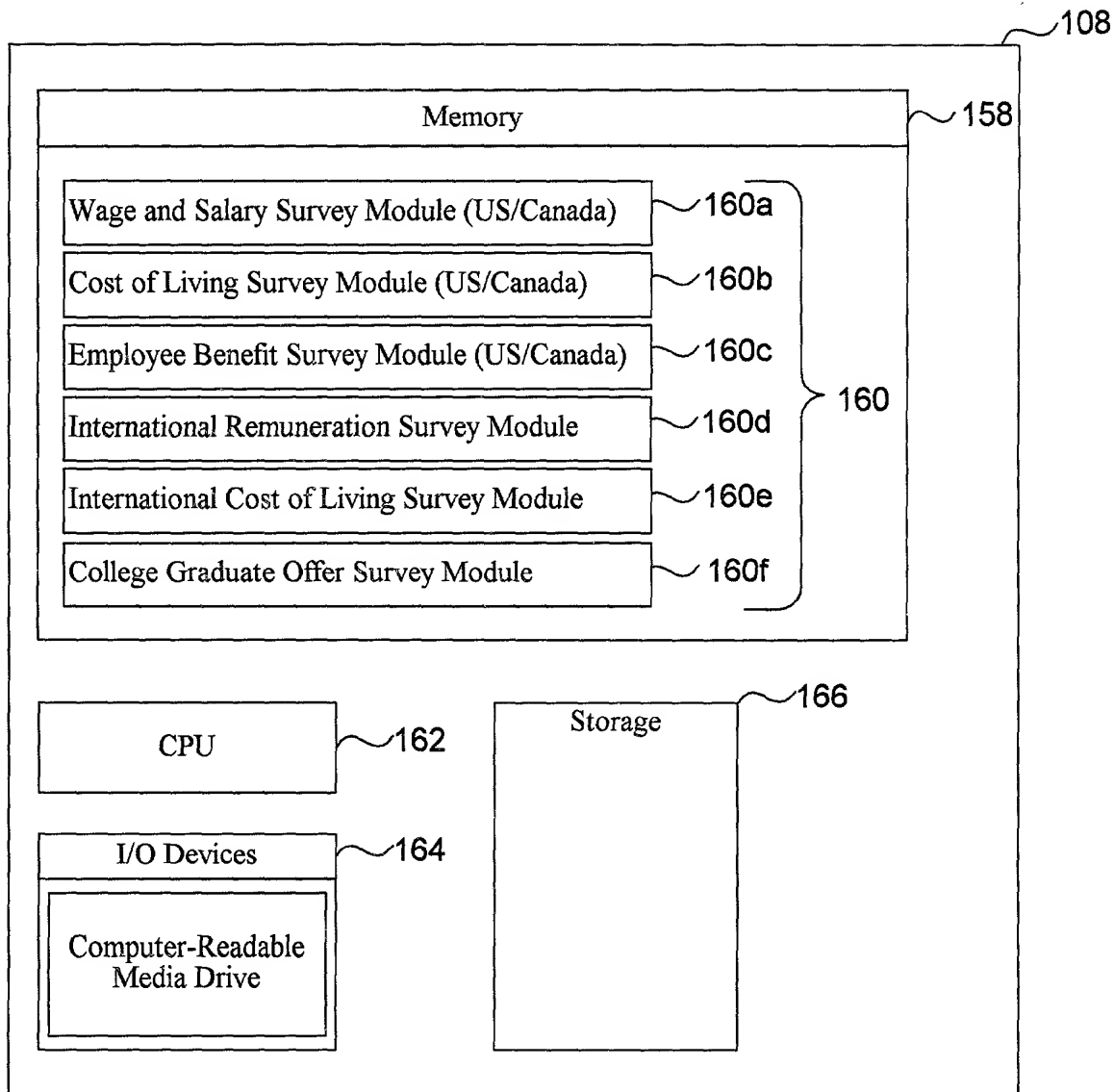


Fig. 6

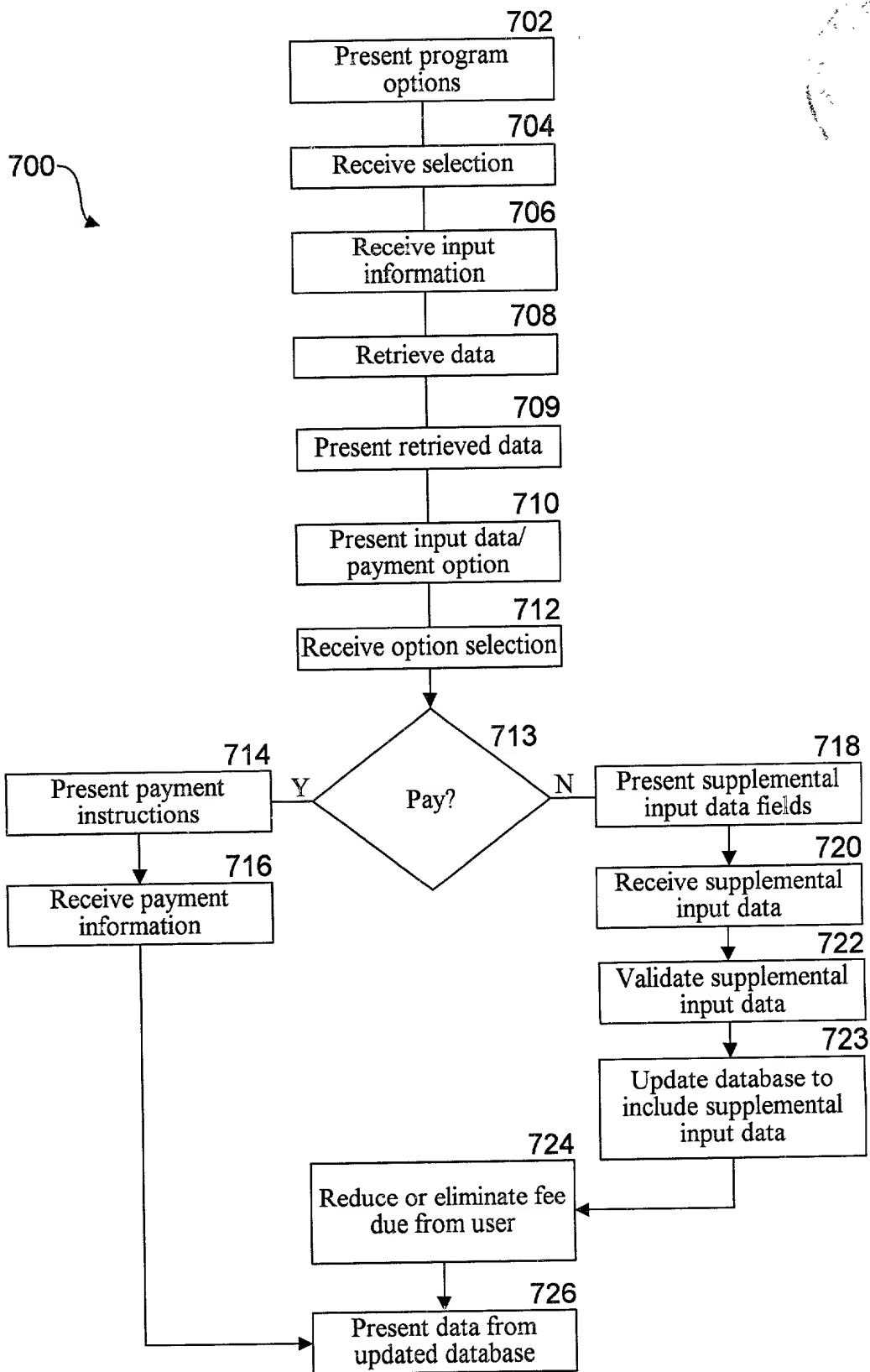



Fig. 7



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RESEARCH
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Our Story | Surveys | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

U.S./Canada Wage & Salary Report

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey

Price US \$18.00

Enter a postal code now to jump to Step 4!
Example Report Methodology

Available Surveys

- U.S./Canada Wage & Salary
- U.S./Canada Cost-of-Living
- U.S./Canada Employees Benefit
- International Remuneration
- International Cost-of-Living
- College Graduate Offer
- CPAs click here!
- AICPA
- Attinity Program Provider

Reduce Cost of Living Data

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country United States

Step 2. State/Province -Select a state/province-

Step 3. City in Survey Area -Select a city-

Step 4. Position -Select a position-

Description - No Position Selected
Alternate Titles

Add to Cart

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Patent Pending
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Fig. 8A

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com** The Business of Pay Information

Please print this document now. Attempting to return to this page
may require you to provide another payment.

SA1-193-48-00016-000007510 (1)

U.S./Canada Wage & Salary Survey Report

Search Results:

Position Title:	Lan Administrator	812
Requested City:	Austin, Texas United States Austin-San Marcos, TX MSA	
Salary Survey Median:	62,645 UNITED STATES DOLLARS	
Survey/Source Name:	SalariesReview U.S./Canada Internet Based Salary Survey	
Survey Publisher:	SalariesReview.com	
Survey Publication Date:	12-Aug-2001	
Latest Data Collection Date:	01-Jul-2001	
Population:	40	813
Number of Organizations	28	
Salary Survey Area:	Location: Austin, TEXAS, UNITED STATES Area: Austin-San Marcos, TX MSA Counties: BASTROP, CALDWELL; HAYS, TRAVIS, WILLIAMSON	

Alternate Titles

Lan Administrator, Network (lan) Administrator, Local Area Network Administrator, Computer (lan) Administrator

Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Fig. 8B

Currency: UNITED STATES DOLLARS						
Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	40	28	42,174	62,645	75,152	5,010

N/R = Not Reported; N/A = Not Applicable
 Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (04 Jan 2000)

814

Methodology/Disclaimer

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:

Geographic Reference Report or


- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

Salary Assessor

Report Date: 12-Aug-2001
 Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report

Fig. 8C



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SalariesReview.com The Business of Pay Information

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

U.S./Canada Wage & Salary Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input subject to verification All survey data is to be entered in the currency of the country.

Select Survey Area

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

Step 4. Position

822

824

Fill in the following information ... (in this country's currency)

Step 5. Your Email Address

Step 6. Enter years of experience in the job and annual salary.
Data should be that paid to an in-country national for the above position in the currency of the country.

1. Years of experience in the position

2. Annual salary now paid.

3. Annual bonus/incentive now paid.

In-country currency
UNITED STATES
DOLLARS

828


830

832

Submit Data

834

820



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Fig. 8D



U.S./Canada Cost of Living Report

Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.
 Price US \$18.00

Quick Zip Enter a postal code now to jump to Step 3!
[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

United States

Step 2. State/Province

-Select a state/province-

Step 3. City in Survey Area

-Select a city-

Add to Cart

Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost of Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost of Living](#)

[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

Reduce
Costs to
Input
Data



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Fig. 9A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

U.S./Canada Cost of Living Survey Report

Search Results:

Search Request: NANAIMO, BRITISH COLUMBIA CANADA
Survey/Source Name: SalariesReview International Cost-of-Living Internet Based Survey
Survey Publisher: SalariesReview.com
Survey Publication Date: 22-Feb-2000
Latest Data Collection Date: 01-Jan-2000
Cost-of-Living Survey Area: NANAIMO, CANADA
 ERI OES AREA

Table 1

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Reported Average		# of Observations
	U.S. DOLLARS	CANADIAN DOLLARS	
For the Traveler - Temporarily Stationed Employee			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	79	114	1
2. Hotel room - DAILY rate for average room - twin bed.	61	89	1
Taxes -			
3. Sales or Value-Added tax rate on Consumables.	5	7	1
4. Residence (owned) property tax/mill rates (/1000).	1	1	1

Fig. 9B

Consumables - Temporarily Stationed Employee				
5. Price of ONE loaf of bread.	2	3	1	
6. Price of ONE adult sized white T-shirt.	4	6	1	
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	3	4	1	
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	1	1	
Housing - Long Term Stationed Employee				
9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	1,194	1,731	1	
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	467	677	1	
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	242	351	1	
12. MONTHLY electrical rate per kilowatt hour.	6	8	1	
Services - Long Term Stationed Employee				
13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	70	101	1	
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	N/R	N/R	N/A	
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	573	831	1	
Transportation - Long Term Stationed Employee				
16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	1	2	1	
17. ANNUAL auto insurance as a % of auto value.	4	5	1	
18. ANNUAL auto registration plus fees as a % of auto value.	0	0	1	
Cost-of-Living Comparison - Long Term Stationed Employee				
19. COL compared to U.S. \$ 48,000 in earnings.	62,343	90,397	N/A	
20. COL % compared to U.S. and Country National.	129.88	111.12	N/A	
N/R = Not Reported; N/A = Not Applicable				
Exchange Rate = 1.45 CANADIAN DOLLAR per 1 U.S. Dollar (04 Jan 2000)				

904

Fig. 9C

Methodology/Description

Complete methodology for this report can be found at
"www.salariesreview.com/surveys/methodology2.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

906

Report Date: 22-Feb-2000
End of Report



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Fig. 9D

Available Surveys to Purchase

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee

Benefit

International Remuneration

International Cost-of-Living

College Graduate Offer

Available Questionnaires

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee

Benefit

International Remuneration

College Graduate

CPAs click here!



Affinity Program Provider

U.S./Canada Cost-of-Living Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area

三〇三六六



Step 1. Country

United States



Step 2. State/Province

-Select a state/province-

Step 3. City in Survey Area

-Select a city-

100

Fill in the following information ... (in this country's currency)

Step 4. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits

In-country currency
UNITED STATES
DOLLARS

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~65 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a

910


12. AVERAGE daily cost for a semi-private hospital room for a non-national.
13. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).
14. Sales or Value-Added tax rate on Consumables.
15. Residence (owned) property tax/mill rates (/1000).
16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
17. ANNUAL auto insurance as a % of auto value.
18. ANNUAL auto registration plus fees as a % of auto value.

Submit Data



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Fig. 9F



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SalariesReview.com The Business of Pay Information

U.S./Canada Employee Benefit Report

Request a report of employee benefit levels and issues for 48 key competitive benefit practices as found in any one of 647 metropolitan and employment areas within the 76 states and provinces from this on-line interactive survey.

Price US \$18.00

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

1000

Reduce Cost of Input Data

CPAs click here!

ACPA

Affinity Program Provider

ERI

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Fig. 10A



Our Story

Survey

Decision Map

Shopping Cart

Feedback

SalariesReview.com The Business of Pay Information

Available Surveys

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

ERI Employee Benefits Survey Report

Search Request: Atlanta, Georgia United States Atlanta, GA MSA
Survey/Source Name: SalariesReview U.S./Canada Internet Based Employee Benefits Survey
Survey Publisher: SalariesReview.com
Survey Publication Date: 15-Mar-2000
Latest Data Collection Date: 01-Jan-2000
Number of Employees: 11397
Number of Organizations: 29
Employee Benefits Survey Area: ATLANTA, GEORGIA, UNITED STATES
 ATLANTA, GA MSA
Major Industry Represented: All Industry

Category

Reported Averages

Employee's Monthly Contribution

Type of Plan	Single	Family
Managed Care	38.68	146.63
Traditional	41.63	147.7
Dental	9.81	27.33
Not Known	3.45 % (Medical)	3.45 % (Dental)

Employer Monthly Medical and Dental Benefit Cost

Type of Plan	Single	Family
Managed Care	165.05	455.35
Traditional	180.05	489.12

1002

Fig. 10B

Dental 21.65 57.32
No Coverage 20.69 % 20.69 %

Payments for Time Not Worked		Number of Days			Carried Over
Years of Service	1	5	10	20	
Vacation	9.97	14.36	17.47	20.15	27.59 %
Sick Leave	10.18	13.08	15.43	16.61	37.93 %
Holidays	9.86				3.45 %
Personal Leave	3.43				3.45 %

Other Benefits Offered to Employees	Organizations Offering Benefits
Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(k)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %

Professional Service Costs	
Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

1004

Fig. 10C

Report Date: 15-Mar-2000
Country-of-origin values based on exchange rates effective 28-Jan-2000
End of Report

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (in this country's currency)

I. Enter Your Email Address

*These are mandatory fields. You must enter information in these fields in order to submit your data.

0% Complete

1007

II. Enter the zip/postal code in which you have most of your employees.

III. Company Size (Number of employees eligible for medical coverage)

C	C	C	C	C	C	C	C	C	C
1-10	11-50	51-100	101-500	501-1,000	1,001-2,500	2,500 +			

Continue



Available Surveys to Purchase

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate Offer

Available Questionnaires

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate

CPAs click here!



Affinity Program Provider

Fig. 10D


 20% Complete

1008

IV. Check the industry for which you are providing data (more than one may be checked)

All Industry
☐ 9999 ALL INDUSTRY

Agriculture, Forestry, Fishing & Mining
☐ 100 AGRICULTURE, FORESTRY, AND FISHING

☐ 1000 MINING

☐ 1200 COAL MINING

☐ 1300 OIL AND GAS EXTRACTION

☐ 1400 NONMETALLIC MINERALS, EXCEPT FUELS

Construction
☐ 1599 CONSTRUCTION

☐ 1600 HEAVY CONSTRUCTION, EX. BUILDING

Manufacturing
☐ 2000 MANUFACTURING

☐ 2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS

☐ 2200 TEXTILE MILL PRODUCTS

☐ 2300 APPAREL AND OTHER TEXTILE PRODUCTS

☐ 2500 FURNITURE AND FIXTURES

☐ 2600 PAPER AND ALLIED PRODUCTS

☐ 2700 PRINTING AND PUBLISHING

☐ 2815 CHEMICALS AND ALLIED PRODUCTS

☐ 2830 DRUGS, MEDICINALS AND BOTANICALS

☐ 2900 PETROLEUM AND COAL PRODUCTS

☐ 3000 RUBBER AND MISC. PLASTICS PRODUCTS

☐ 3100 LEATHER AND LEATHER PRODUCTS

☐ 3200 STONE, CLAY, AND GLASS PRODUCTS

☐ 3300 PRIMARY METAL INDUSTRIES

☐ 3400 FABRICATED METAL PRODUCTS

☐ 3520 INDUSTRIAL MACHINERY AND EQUIPMENT

Fig. 10E



1010 →

☐ 3900 MISCELLANEOUS MANUFACTURING INDUSTRIES

Transportation & Public Utilities

☐ 4010 TRANSPORTATION AND PUBLIC UTILITIES

☐ 4100 LOCAL AND INTERURBAN PASSENGER TRANSPORT

☐ 4200 TRUCKING AND WAREHOUSING

☐ 4400 WATER TRANSPORTATION

☐ 4500 TRANSPORTATION BY AIR

☐ 4825 COMMUNICATION

☐ 4830 RADIO AND TELEVISION BROADCASTING

☐ 4910 ELECTRIC, GAS, AND SANITARY SERVICE

☐ 4920 PIPELINES, EXCEPT NATURAL GAS

☐ 4930 COMBINATION UTILITY SERVICES

Wholesale Trade

☐ 5000 WHOLESALE TRADE-DURABLE GOODS

☐ 5040 PROFESSIONAL & COMMERCIAL EQUIPMENT

☐ 5100 WHOLESALE TRADE-NONDURABLE GOODS

Retail Trade

☐ 5200 FURNITURE AND HOMEFURNISHINGS STORE

☐ 5300 APPAREL AND ACCESSORY STORES

☐ 5400 FOOD STORES

☐ 5500 AUTOMOTIVE DEALERS, REPAIR & STATIONS

Finance

☐ 6020 DEPOSITORY INSTITUTIONS

☐ 6060 CREDIT UNIONS

☐ 6100 NONDEPOSITORY INSTITUTIONS

☐ 6210 HOLDING AND OTHER INVESTMENT OFFICE

☐ 6355 INSURANCE CARRIERS

☐ 6411 INSURANCE AGENTS, BROKERS, & SERVICE

☐ 6511 REAL ESTATE

☐ 6790 MISCELLANEOUS INVESTING, TRUSTS

Services

☐ 7000 SERVICES

☐ 7371 COMPUTER SOFTWARE PREPACKAGED

☐ 7379 COMPUTER AND DATA PROCESSING SERVICES

☐ 7389 BUSINESS SERVICES

Fig. 10F

<input type="checkbox"/>	7800	MOTION PICTURES
<input type="checkbox"/>	7900	AMUSEMENT & RECREATION SERVICES
<input type="checkbox"/>	8015	HEALTH SERVICES
<input type="checkbox"/>	8050	HOSPITALS
<input type="checkbox"/>	8200	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
<input type="checkbox"/>	8200	EDUCATIONAL SERVICES
<input type="checkbox"/>	8500	NONPROFIT ORGANIZATIONS
<input type="checkbox"/>	8710	ENGINEERING & MANAGEMENT SERVICES
<input type="checkbox"/>	8980	LEGAL SERVICES
Government		
<input type="checkbox"/>	9000	PUBLIC ADMINISTRATION

1012

Continue...

Fig. 10G

V. Employee's Monthly Contribution				
	Single	Family	Not Known	
Managed Care (HMO/ National or State Plan)	6	9	12	
PPO, Indemnity	7	10		
Dental	8	11	13	

1014

VI. Employer's Monthly Medical and Dental Benefit Cost (if known)				
	Single	Family	No Coverage	
Managed Care (HMO)	45	48	51	
Traditional (PPO, Indemnity)	46	49		
Dental	47	50	52	

1015

VII. Payments For Time Not Worked?						
Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service						
Vacation	29	30	31	32	27	33
Sick Leave	34	35	36	37	28	38
Holidays	39					40
Personal Leave	41					42

1016


VIII. Any other benefits offered by your organization?	
PLAN (Check all that applies)	
<input type="checkbox"/> Basic Group Life Insurance 14	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19
<input type="checkbox"/> Supplemental Life Insurance 15	<input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20
<input type="checkbox"/> Vision 16	<input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21
<input type="checkbox"/> Long Term Disability 17	<input type="checkbox"/> Employee Assistance Plan 22
<input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23
	<input type="checkbox"/> Retirement Profit Sharing 401(k) 24
	<input type="checkbox"/> Retirement-ESOP 25
	<input type="checkbox"/> Long Term Care 26

1018

IX. Professional Service Costs		Not Known
Cost of hospital semi-private room before insurance	54	53
Cost of visit to doctor's office (Patient examination) before insurance	55	
Cost of visit to dentist's office (Routine examination) before insurance	56	

1020

Fig. 10H



Our Story | **Surveys** | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

International Remuneration Report


Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive salary survey from this on-line interactive survey.


Price **US \$18.00**

Available Surveys

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

CPAs click here!

 Affinity Program Provider



Example Report Methodology

Select a area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

Step 2. City in Survey Area

Step 3. Position

Description - No Position Selected

Alternate Titles

Add to Cart



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 Patent Pending.
 This site requires the use of Microsoft Internet Explorer 4.x or above.

Fig. 11A



Our Story

Salaries

Decision Map

Shopping Cart

Feedback

SalariesReview.com The Business of Pay Information

Available Surveys

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

International Remuneration Survey Report

Search Results:

Position Title:

Requested City:

Salary Survey Median:

Survey/Source Name:

Survey Publisher:

Survey Publication Date:

Latest Data Collection Date:

Population:

Number of Organizations:

Salary Survey Area:

General Clerk

TAMPERE, FINLAND

101,351 MARKKAA (FINNMARK)

SalariesReview International Internet Based Salary Survey

SalariesReview.com

22-Feb-2000

01-Jan-2000

10

5

TAMPERE, FINLAND

Alternate Titles

General Clerk; Office Clerk; Clerk General

Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

1102

Fig. 11B

Table 1

Currency: U.S. DOLLARS						
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	12,270	16,808	20,674	0
Country of Origin Currency: MARKKAA (FINNMARK)						
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	73,986	101,351	124,662	0

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 6.03 MARKKAA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Complete methodology for this report can be found at
["www.salariesreview.com/surveys/methodology1.cfm"](http://www.salariesreview.com/surveys/methodology1.cfm) or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:
[International Reference Report](#) or
[Relocation Assessor](#)
- For an interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:
[Relocation Assessor](#)

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report



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Fig. 11C



International Remuneration Survey Questionnaire

Available Surveys to Purchase

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

Available Questionnaires

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate](#)

CPAs click here!



Affinity Program Provider

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area

- Step 1. Country**
- Step 2. City in Survey Area**
- Step 3. Position**

Fill in the following information ... (in this country's currency)

Step 4. Your Email Address

Step 5. Enter years of experience in the job and annual salary.
Data should be that paid to an in-country national for the above position in the currency of the country.

In-country currency

- Years of experience in the position.
- Annual salary now paid.
- Annual bonus/incentive now paid.


Submit Data

1106



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Fig. 11D



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INSTITUTE

Our Story | **Surveys** | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

International Cost of Living Report

Request a report consisting of 18 key cost items affecting housing, transportation, services, and consumables for 1,400 international locations in 210 countries from this on-line interactive survey.

Price US \$18.00

Available Surveys

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each collection.)

Step 1. Country

Step 2. City in Survey Area

Add to Cart

1200

Reduce Cost of Living Data

ERI

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Fig. 12A



Our Story

Salaries

Decision Map

Shopping Cart

Feedback

SalariesReview.com The Business of Pay Information

Available Surveys

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

International Cost of Living Survey Report

Search Results:

Search Request: VICTORIA, HONG KONG

Survey/Source Name: SalariesReview International Cost-of-Living Internet Based Survey

Survey Publisher: SalariesReview.com

Survey Publication Date: 22-Feb-2000

Latest Data Collection Date: 01-Jan-2000

Cost-of-Living Survey Area: VICTORIA, HONG KONG

Table 1

1202

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$48,000 in U.S. earnings and American buying habits.

Category Employee Type Cost Item	Reported Average		# of Observations
	U.S. DOLLARS	HONG KONG DOLLARS	
For the Traveler - Temporarily Stationed Employee			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	161	1,256	1
2. Hotel room - DAILY rate for average room - twin bed.	345	2,683	1

Fig. 12B

Taxes -

3. Sales or Value-Added tax rate on Consumables.	N/R	N/R	N/A
4. Residence (owned) property tax/mill rates (/1000).	N/R	N/R	N/A

Consumables - Temporarily Stationed Employee

5. Price of ONE loaf of bread.	3	20	1
6. Price of ONE adult sized white T-shirt.	6	45	1
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	4	27	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	7	1

Housing - Long Term Stationed Employee

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594	105,761	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676	51,939	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329	2,556	1
12. MONTHLY electrical rate per kilowatt hour.	11	87	1

Services - Long Term Stationed Employee

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90	699	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761	5,920	1
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316	2,462	1

Transportation - Long Term Stationed Employee

1204

Fig. 12C

16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	2	19	1
17. ANNUAL auto insurance as a % of auto value.	1	6	1
18. ANNUAL auto registration plus fees as a % of auto value.	0	1	1
Cost-of-Living Comparison - Long Term Stationed Employee			
19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

N/R = Not Reported; N/A = Not Applicable
Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology4.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:
International Reference Report or

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

Fig. 12D

Report Date: 22-Feb-2000
Country-of-origin values based on exchange rates effective 04-Jan-2000
End of Report



International Cost of Living Survey Questionnaire

Available Surveys to Purchase

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

Available Questionnaires

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate](#)

CPAs click here!



Affinity Program Provider

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area

Step 1. Country

Step 2. City in Survey Area

Fill in the following information ... (In this country's currency)

Step 3. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area) Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

- | | In-country currency |
|---|----------------------------|
| 1. Hotel room - DAILY rate for average room - twin bed. | <input type="text"/> |
| 2. DAILY amount for meals and incidental expenses for the traveling businessperson. | <input type="text"/> |
| 3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings). | <input type="text"/> |
| 4. ONE container, .8 liter or 12 oz Coca Cola/equivalent. | <input type="text"/> |
| 5. Price of ONE adult sized white T-shirt. | <input type="text"/> |
| 6. Price of ONE loaf of bread. | <input type="text"/> |
| 7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.). | <input type="text"/> |
| 8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home. | <input type="text"/> |
| 9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee). | <input type="text"/> |
| 10. MONTHLY electrical rate per kilowatt hour. | <input type="text"/> |
| 11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance). | <input type="text"/> |
| 12. AVERAGE daily cost for a semi-private hospital room for a non-national. | <input type="text"/> |

Fig. 12E

13. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan)	
14. Sales or Value-Added tax rate on Consumables.	
15. Residence (owned) property tax/mill rates (1000).	
16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).	
17. ANNUAL auto insurance as a % of auto value.	
18. ANNUAL auto registration plus fees as a % of auto value.	

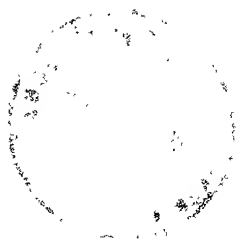
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1210



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Fig. 12F



College Graduate Offer Report

Request a report of the median first year offer (salary and incentive) for any of 1,800 Bachelor, Masters, or Doctorate degrees from U.S., Canada and international locations. (Data is gathered for 2,750 international and 2,350 U.S. colleges and universities.)

Price US \$10.00

QuickZip [] Enter a postal code now to jump to Step 4! (U.S. and Canada only)

Example Report Methodology

Enter degree and employment area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country of Employment Offer

United States

Step 2. Equivalent Degree

Bachelors

Step 3. Discipline

-Select a degree/discipline-

Add to Cart

Available Surveys

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate Offer

CPAs click here!



Affinity Program Provider

Reduce Cost

Cost

Output

Data

1300

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Fig. 13A



Available Surveys

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

CPAs click here!



Reduce
Cost
Input
Data

1302

U.S./Canada Wage & Salary Survey Report

Search Results:

Position Title:

Requested City:

Salary Survey Median:

Survey/Source Name:

Survey Publisher:

Survey Publication Date:

Latest Data Collection Date:

Population:

Number of Organizations:

Salary Survey Area:

Lan Administrator

Austin, Texas United States

Austin-San Marcos, TX MSA

63,303 UNITED STATES DOLLARS

SalariesReview U.S./Canada Internet Based Salary Survey

SalariesReview.com

30-Mar-2000

01-Jan-2000

49

34

Location: Austin, TEXAS, UNITED STATES

Area: AUSTIN-SAN MARCOS, TX MSA

Counties: BASTROP; CALDWELL; HAYS; TRAVIS;

WILLIAMSON

Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig. 13B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS					
Position	Incumbents	Firms	Low	Median	High
• Lan Administrator	49	34	43,255	63,303	77,079
					5,138

N/R = Not Reported; N/A = Not Applicable
Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

Methodology/Disclaimer

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the: [Geographic Reference Report](#) or [Salary Assessor](#)
- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the: [Salary Assessor](#)

Report Date: 30-Mar-2000
Country-of-origin values based on exchange rates effective 28-Jan-2000
End of Report

Fig. 13C

1403b

1403a

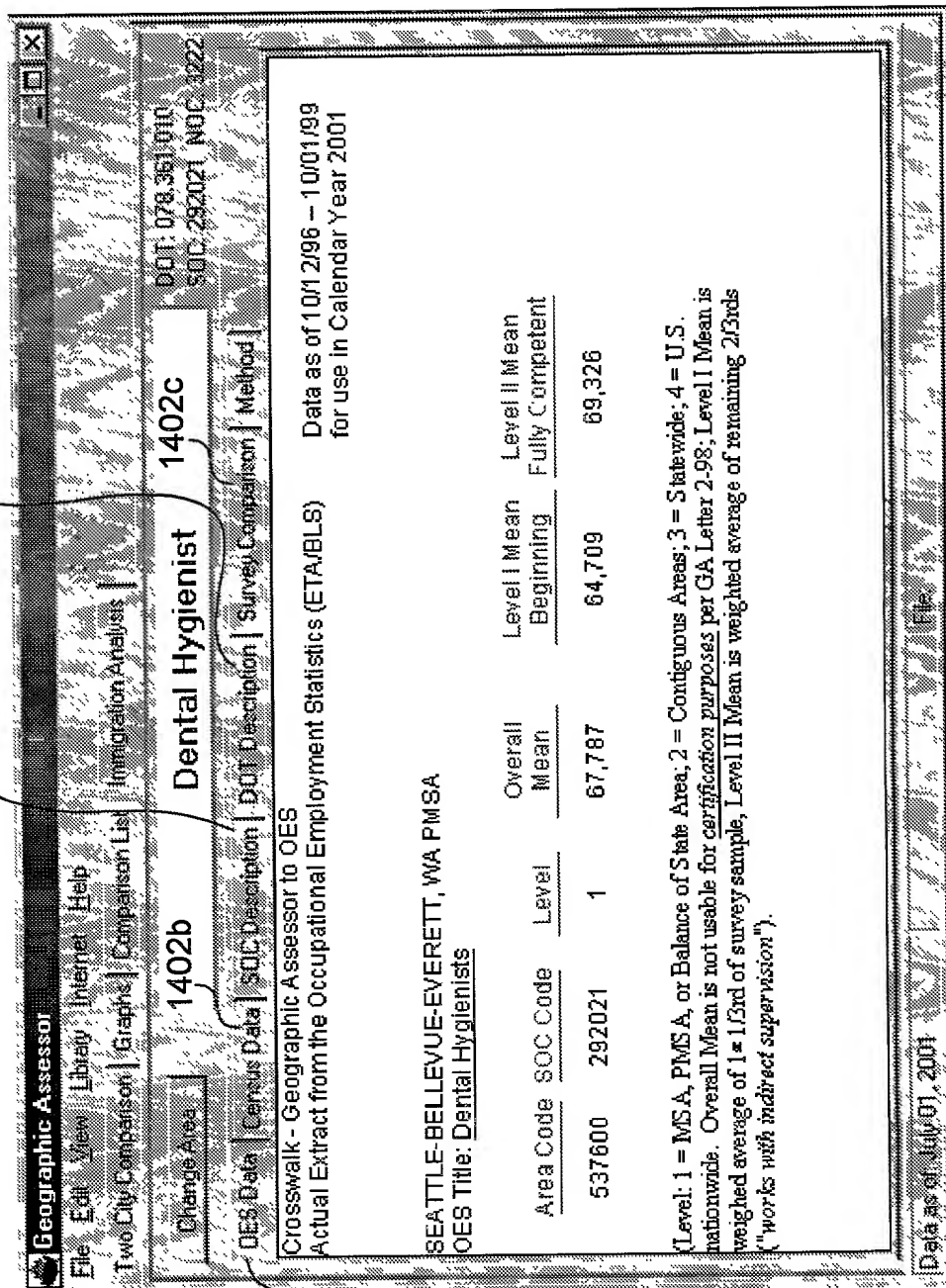


Fig. 14A

1400

Geographic Assessor

File Edit View Library Internet Help

Two City Comparison Graphs Comparison List Immigration Analysis

Change Area

Dental Hygienist

DOT: 878.361-810
SOC: 292021 NOC: 3222

DES Data Census Data SOC Description DOT Description Survey Comparison Method

Survey Position Title

Dental Hygienist

Search

☒ Retrieve Latest Salaries Review Salary Median Estimate (free)

Submit

☐ Retrieve Watson Wyatt Salary Survey (for fee)

Submit

Pay by Credit Card or Debit

Weighted Average

0

ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate

Survey/Source Name

Survey Publisher

Survey Publication Date

1/ 1/00

ERI's Projected Median based on time series analyses of multiple data sources projecting real time data indicates a projected median less than

Survey Data Effective Date

1/ 1/00

Data as of: April 01, 2001

File:

1404

Fig. 14B

Geographic Assessor

File Edit View Library Internet Help

Two City Comparison Graphs Comparison List Immigration Analysis

Change Area: **Dental Hygienist** DDT: 078.361 010
SOC: 292021 NOC: 3222

OES Data Census Data SOC Description DDT Description Survey Comparison Method

Survey Position Title: **Dental Hygienist** Search

☒ Retrieve Latest Salaries Review
Salary Median Estimate (free) **Submit** 7966 of 0 retrieved
Download Succeeded
Transaction Completed
Disconnected

☐ Retrieve Watson Wyatt Salary
Survey (for fee)

Review Survey Report Page **1406**

Salary Survey Median: **52,340** ERI Salary Assessor's consensus projected mean
derived from multiple surveys is not appropriate.

Survey/Source Name: **ERI U.S./Canada Internet Based Salary Survey**

Survey Publisher: **ERI Economic Research Institute**

Survey Publication Date: **8/12/01**

Survey Data Effective Date: **8/1/01**

Number of Employees: **1,249**

Number of Organizations: **490**

Survey Page Number: **4,026**

Employer Location: **Everett, Washington**

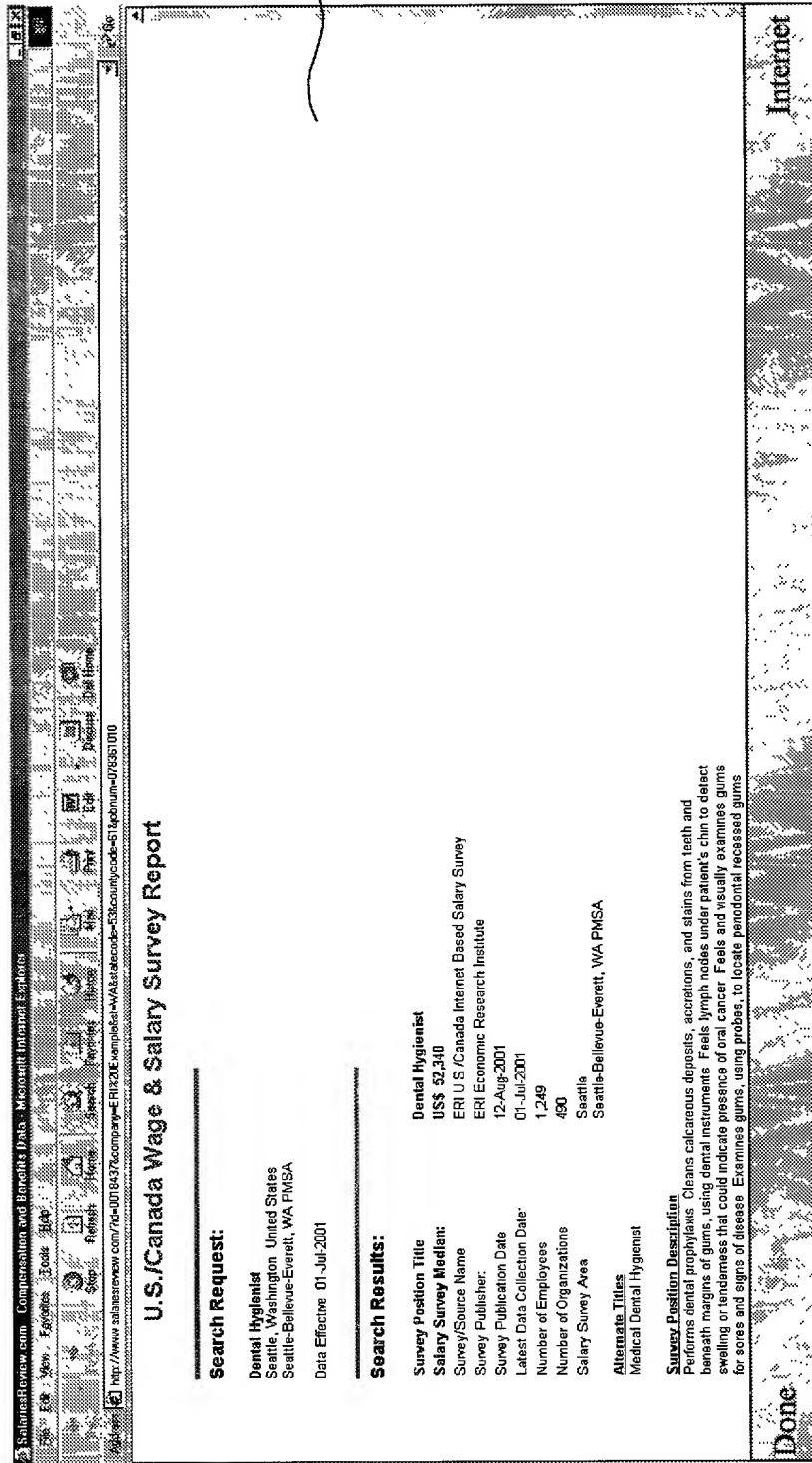
Salary Survey Area: **Island, King, Snohomish**

OES Area: **SEATTLE-BELLEVUE-EVERETT, WA PMSA**

Survey Position Description: **Dental Hygienist**

Data as of: **April 01, 2001** File:

Fig. 14C



1408

Fig. 14D